



DATE: 01-29-2014

**PROPOSALS:**

IAFF Local 2180 submits the following counter proposal for 3.05  
HOLIDAYS.

**CURRENT LANGUAGE:**  
**MOU 3.05 HOLIDAYS**

**I. Scheduled Holidays**

- A. Employees assigned to the Fire Suppression Division will receive one hundred twenty (120) hours holiday pay at straight time (10 hours for each of the 12 holidays described below) each fiscal year. Holiday pay shall consist of approximately 4.60 hours per pay period for each employee in the bargaining unit. All holiday pay for the time period commencing the first full pay period in July 1, 2005, until the date the City Council adopts the MOU, shall be paid in one lump sum during the first full payroll period or as soon as it is practical. Pro-rated adjustments will be made for employees of represented classifications entering or leaving the Fire Suppression Division of the Department.
- B. Employees assigned to divisions other than Fire Suppression shall accrue 8 hours of holiday time for each of three (3) floating holidays and 10 hours of holiday time for each of ten (10) hard holidays, only if they work a 4-10 workweek (four ten hour days). If said employees work a 5-8 work week (five eight-hour days), they shall accrue 8 hours of holiday time for each of the ten (10) hard holidays. Compensation will be administered as designated in the Civil Service Rules, Chapter 2.00, Section 2.01 (D). (Hard holidays are: New Year's Day, Martin Luther King's Birthday, Cesar Chavez Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day; Floating holidays are: Lincoln's Birthday, Washington's Birthday, and Admission Day.

**II. Unscheduled Holidays**

Members of the Fire Department from Fire Fighter through the rank of Fire Captain shall work unscheduled holidays (i.e. special holidays declared by the President or Governor) at their regular hourly rate of pay. If employees have that day off, they will not receive extra compensation for the unscheduled holiday.

Side Letter December 17, 2007 – Paragraph 6

The City agrees to designate all hard holidays as “light duty days” for suppression personnel. No mandatory training no meetings will be scheduled or conducted on designated light duty days. Voluntary training or meetings are permissible.

CONCERN:

Current language that has been bargained and agreed upon between IAFF Local 2180 and the City, and found in the December 17, 2007 Side Letter, is moved to article 3.05 HOLIDAYS.

IAFF Local 2180 members should not be forced to participate in mandatory training or meetings on Hard Holidays (i.e. mandatory hose drills on Christmas Day).

PROPOSAL:

3.05 HOLIDAYS

I. Scheduled Holidays

- A. Employees assigned to the Fire Suppression Division will receive one hundred twenty (120) hours holiday pay at straight time (10 hours for each of the 12 holidays described below) each fiscal year. Holiday pay shall consist of approximately 4.60 hours per pay period for each employee in the bargaining unit. All holiday pay for the time period commencing the first full pay period in July 1, ~~2005~~ 2013, until the date the City Council adopts the MOU, shall be paid in one lump sum during the first full payroll period or as soon as it is practical. Pro-rated adjustments will be made for employees of represented classifications entering or leaving the Fire Suppression Division of the Department.
- B. Employees assigned to divisions other than Fire Suppression shall accrue 8 hours of holiday time for each of three (3) floating holidays and 10 hours of holiday time for each of ten (10) hard holidays, only if they work a 4-10 workweek (four ten hour days). If said employees work a 5-8 work week (five eight-hour days), they shall accrue 8 hours of holiday time for

each of the ten (10) hard holidays. Compensation will be administered as designated in the Civil Service Rules, Chapter 2.00, Section 2.01 (D). (Hard holidays are: New Year's Day, Martin Luther King's Birthday, Cesar Chavez Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day; Floating holidays are: Lincoln's Birthday, Washington's Birthday, and Admission Day.

## II. Unscheduled Holidays

~~Members of the Fire Department from Fire Fighter through the rank of Fire Captain~~ Suppression employees shall work unscheduled holidays (i.e. special holidays declared by the President or Governor) at their regular hourly rate of pay. If employees have that day off, they will not receive extra compensation for the unscheduled holiday.

## III. Light Duty Days

The City agrees to designate all hard holidays as "light duty days" for suppression personnel. No mandatory training or meetings will be scheduled or conducted on designated light duty days. Voluntary training or meetings are permissible. However, suppression personnel may be required to participate in "community outreach events", such as, but not limited to, parades, events at schools, community or senior centers, parks, or hospitals, and/or open houses at fire stations, at any time during the shift. The Fire Chief or their designee and mutual agreement with IAFF Local 2180 shall determine if an event constitutes a "community outreach event."

## RESULTS:

Current language that has been bargained and agreed upon between IAFF Local 2180 and the City, and found in the December 17, 2007 Side Letter, is moved to article 3.05 HOLIDAYS.

IAFF Local 2180 members are not being forced to participate in mandatory training or meetings on Hard Holidays (i.e. mandatory hose drills on Christmas Day).

The Fire Chief and IAFF Local 2180 work together to support community outreach events on Holidays.